

## STATE SUPERINTENDENT

- Evaluates list of schools meeting failing criteria. Must place school under Reform officer or enter into a restructuring agreement with local district.
- Hires and oversees work of Reform Officer.
- Authority to close failing charter school.

School is taking serious steps to fix the failing school. Must report regularly to State Superintendent.

**RESTRUCTURING  
AGREEMENT**

## REFORM OFFICER/ REDESIGN DISTRICT

- Authority and oversight over failing schools
- Acts as a joint employer to craft an MOU with local district and staff.
- Superintendent of Reform district. Reform district may authorize high performing entities to open 6D schools, if MOU doesn't work.

Appointed by Reform Officer to evaluate school and provide recommendations for the MOU.

**REVIEW TEAM(S)**

## MEMORANDUM OF UNDERSTANDING

- Reform Officer to confer with Union and local district to agree to MOU by January 31st. MOU may be imposed after deadline, if there is no agreement.
- Staff may all remain in the school. Base benefits and wages stay the same.
- Possible re-negotiation of work rules, building policies, and progress benchmarks.
- Principal/school leadership has direct authority over discretionary budget.
- Minimum progress benchmark of meeting safe harbor annually. Additional progress may be agreed to in MOU.

### HP REVIEW TEAM

Selected by Reform Officer to review qualified entities.

MOU is violated or progress is not met Reform Officer must then attempt one of the following options:

OR

## STATE TAKEOVER, CONTRACT SCHOOL

- Existing building.
- Separate, Union contract.
- Joint Employer arrangement
- Reform Officer hires qualified entity.
- Staff must re-apply or bump into host district.
- 5-year performance contract.
- Creates local school councils

## TURNAROUND SCHOOL

- Reform Officer contracts and authorizes turnaround school in the building of the failing school.
- 5 year performance contract, with additional transparency and reporting requirements.
- Community membership on the board.